



EmployeeUPDATE

Our Mission: To serve the people of North Carolina by enabling individuals, families and communities to be healthy and secure, and to achieve social and economic well-being.

A monthly publication for employees of the North Carolina Department of Health and Human Services

It Is Your Business: **October is Domestic Violence Awareness Month**

She had broken up with her violent boyfriend, and he had threatened to hurt her. She went to the police. They helped by talking with her and encouraging her to visit the local domestic violence agency. She had a class at the local community college that afternoon, and she planned to go talk with a domestic violence advocate about getting a Domestic Violence Protective Order when her class was over. But while she was in class, she saw the ex-boyfriend get out of a car in the parking lot. A classmate went out to talk with the boyfriend, but he only wanted to talk with her. She went out to try and calm him down, afraid that someone would get hurt. Someone did get hurt. He had a gun. He dragged her into the woods and murdered her. Then he killed himself.



This is not a hypothetical scenario, it really happened in a community in North Carolina three years ago. We have all been affected by the violence that some people inflict on their intimate partners, and we must recognize that thousands of children who witness domestic violence are deeply affected by what they see and experience. Children struggle with how to deal with violence. They struggle with how to not be violent, how not

to fear, how to be safe, how to protect their mothers, and how to go to school and act like everything is all right when it is not all right.

October is nationally recognized as Domestic Violence Awareness Month. Gov. Mike Easley has proclaimed the observance in North Carolina as well saying, "I further urge our citizens to become aware of this destructive force in our society and to become part of the efforts to stop violence in families."

In 2005, 51 women ages 19 to 84 years of age, 12 men, and 6 children died in North Carolina because of domestic violence. One of the murdered women was eight months pregnant. During the first six months of 2006, a total of 33 persons lost their lives to domestic violence (see www.nccadv.org/homicides_2006.htm.)

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Domestic Violence cont. from page 1

“This is a time to remind the citizens of North Carolina of the price we pay because of domestic violence.” said Susan S. King, family violence prevention coordinator with the Division of Social Services. In October, DHHS will begin displaying the Silent Witness exhibit. Throughout the year, the Silent Witnesses will be exhibited in DHHS divisions and locations across the department.

The exhibit is part of a public education program of the Family Violence Prevention and Services Act funding, which began in 1990. The exhibit consists of red silhouettes that com-

memorate the lives of North Carolinians who died because of domestic violence. Each silhouette represents a person whose life was taken by a trusted partner or family member.

To contact your local domestic violence agency regarding Domestic Violence Awareness Month events, please see the listing on the Domestic Violence Commission website at www.doa.state.nc.us/cfw/cfw.htm (click on Programs, then Domestic Violence Programs; in the last paragraph, click on Programs receiving state funds).

For additional information, call Susan King at 919-733-2279. ■

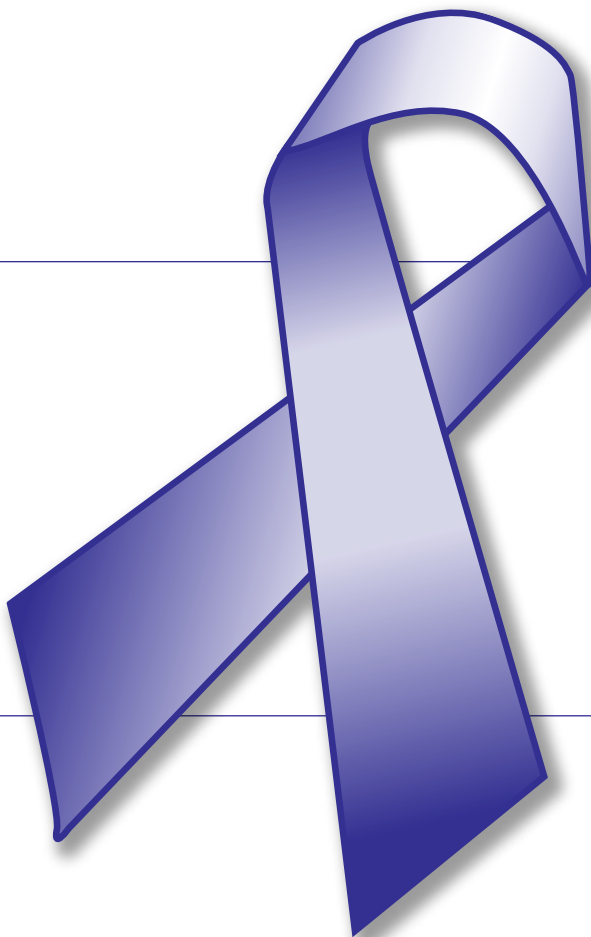
**Violence
against
women:**

Nearly one quarter of all North Carolina women have experienced some type of physical or sexual abuse as an adult.*

**Violence
against men:**

Twenty percent of all North Carolina men have experienced some type of physical or sexual violence as an adult.*

**From: Physical and Sexual Violence in North Carolina: Prevalence and Descriptive Information from the 2000-2002 Behavioral Risk Factor Surveillance System, Feb. 2005, Division of Public Health, Injury and Violence Prevention Branch.*



**Be sure to wear a purple
ribbon during the month
of October to honor
victims and survivors
of domestic violence.**

Customer service is more than a slogan at DHHS

Customer Service Week is Oct. 2-8, but callers to N.C. DHHS get prompt, courteous assistance year-round.

More than 200,000 times last year, the department's Office of Citizen Services (OCS) responded to inquiries. Callers to the toll-free CARE-LINE, 1-800-662-7030, were shepherd through the array of human-services agencies and programs that constitute DHHS.

"More often than not, OCS is the portal of entry to DHHS for consumers and residents," said Melodee Stokes, OCS director. Because those first impressions can become lasting ones, "OCS staff strive to provide top-notch customer service to anyone they encounter."



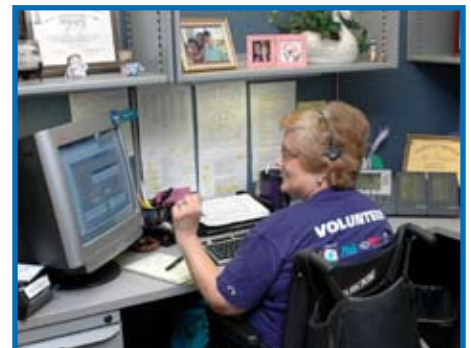
DMA customer service staff include (L-R) LaVenia Bowie, Adrienne Frederick, Nubya Shabazz, Curtis Honeycutt, and Deborah Burnette.

Invaluable both to those in need and to those who meet the needs, customer service usually goes unrecognized. So, the United States Congress proclaims the first full week of October to be Customer Service Week, sending a broad "thank you" to customer service, help desk and call center staffers nationwide.

At DHHS, customer service is a serious matter. The eight OCS staffers — one of whom handles Spanish-language calls, and another specializes in bioterrorism — have a wealth of knowledge at their fingertips about North Carolina's 10,000 public and nonprofit human-service programs. Several of the staff are Certified Information and Referral Specialists by the National Alliance of Information and Referral Services.

Besides 200,000 questions answered each year, including complaints routed to the Ombudsman Program, DHHS's customer service employees take a burden off their colleagues. For example, Medicaid questions typically go to the five-member customer service unit in the Managed Care section of the Division of Medical Assistance (DMA). These number about 1,600 per month. But their real impact doesn't necessarily show up in a call log.

"Most of these calls are complex and require knowledge of resources within and outside the division and the department," said supervisor Betty West. "And our unit has taken a lot of recipient calls away from other DMA staff, so they can work more efficiently as well."



Pat Thompson, a member of the CARE-Line staff, responds to calls from North Carolinians who need help finding services or answers to their questions.

"It is always rewarding to know that you have helped someone who is confused and uncertain about their health care," West said. ■



Jalil Isa

¡Salud y Saludos!

Fiesta del Pueblo

The State Fairgrounds has once again hosted what has become an annual tradition for many North Carolinian Hispanics living in the Triangle: El Pueblo's *Fiesta del Pueblo*. In the past, it has been billed as the state's largest Latino festival. And previous attendance numbers in the neighborhood of 50,000 people over the course of the two-day event lend weight to that claim.

This year was a bit different, however. The numbers were lower; the budget was smaller; and the event was scaled back. There were many reasons for this. But as expected, what was not lacking one bit was the Hispanic presence. The event featured the usual fare of Latin food, music, dance, games, giveaways, and—perhaps most importantly—educational information. Dozens of businesses and organizations had a stake in this popular event. They participated by reserving spots for booths that enabled thousands of Latinos to get an idea of the many services, opportunities, and products that are out there. Not only was this a good place to learn about potential job opportunities, it was also a great place to learn about health. A whole section of the grounds was devoted to this broad category. One of the most important lessons emphasized last year involved the terrible consequences of drinking and driving. As you may have read in

previous columns, vehicle crashes are the leading cause of death for all Hispanics living in North Carolina. The event also put me face-to-face with the segment of Latinos who have become involved in gangs, as they were noticeable to those who knew what signs to look for. It's a sad reality to see gang-life become an outlet for so many young Hispanics, as it also has with non-Latinos across the country.

Despite the smaller size, the event was viewed as a success. What I enjoyed most about Fiesta was the number of different cultures that attended. At any given time, it was possible to see an Anglo-American individual who was there with his Honduran wife sitting next to a Brazilian lady married to an English gentleman. It was this kind of diversity in the crowd that added an international feel to the event—despite its undoubted Spanish focus.

Another favorite part of this annual event for me is, of course, the food. And even this seems to be drawing a broader variety of Latin nations. There were Chilean and Peruvian specialties this year. A few years back, I even tried Nopal there for the first time (this is the cactus plant which is commonly eaten in Mexico; the thorns are removed and it's so much part of the Mexican culture that the plant is even displayed on that nation's flag!). Furthermore, there's always the new twist on something familiar.

This kind of event also brings together families. A large *Niñolandia* area kept the little kiddies entertained with clowns, dancing, games, and lots of inflatable rides—it was almost a small carnival. And since alcohol is not allowed anywhere on the premises, it promotes a family-friendly environment.

I love the fact that events like this, which are held throughout the state in varying degrees of size, can ultimately foster a greater understanding for those who are not yet acquainted with the culture. At the same time, it provides those who are new to the area an opportunity to see what kind of options are available in the community. The greater the understanding and education on both sides, the greater the probability of a successful outcome when people of different backgrounds find themselves living side-by-side. For those who can't get enough of these kinds of events, another opportunity to expand our horizons will come in November when Raleigh's annual 'International Festival' is held—also in the State Fairgrounds area. Maybe I'll see you there. ■

Leah Devlin receives national award

The national Association of State and Territorial Health Officials (ASTHO) has bestowed the organization's highest and most prestigious award – the McCormack Award – on Dr. Leah Devlin, North Carolina's State Health Director, in recognition of her leadership and integrity.

Established in 1950 to honor the late Arthur T. McCormack, a Kentucky State Health Official, this award is presented each year to a current or former public health official who has served in public health for at least ten years, has served as a state health official for at least five years, has demonstrated excellence, and has made a significant contribution to the knowledge and practice of the field.

Dr. Devlin's public health career began in 1979 at the Wake County

Department of Health. She joined N.C. DHHS in 1996 and was named State Health Director in 2001. In addition to her many accomplishments on the local, state and national levels, Dr. Devlin served as the 2005-2006 president of ASTHO.

The award was presented to Dr. Devlin on Sept. 14 at the annual ASTHO meeting in Atlanta. ASTHO is the national nonprofit organization representing the state and territorial public health agencies of the United States, the U.S. Territories, and the District of Columbia. ASTHO's members, the chief health officials of these jurisdictions, are dedicated to formulating and influencing sound public health policy, and to assuring excellence in state-based public health practice. ■



Mary Selecky (left), secretary of the Washington State Department of Health, presented Dr. Devlin with the award.

Coming in the November newsletter...

**Information & resources
on Pandemic flu**

**Pandemic Flu
and You**

Curtis Graham is DHHS winner of State Employee's Award

Curtis Graham, a health care technician at the O'Berry Center in Goldsboro, is the Department of Health and Human Services' winner of the 2006 State Employee's Award for Excellence.

Graham is recognized in the category of Human Relations. The Awards for Excellence program was created in 1982 to honor state employees for outstanding achievements in one of five categories: Human Relations, Innovations, Outstanding State Government Service, Public Service or Safety and Heroism. These awards are the highest honor a state employee may receive for dedicated service to the state and citizens of North Carolina.

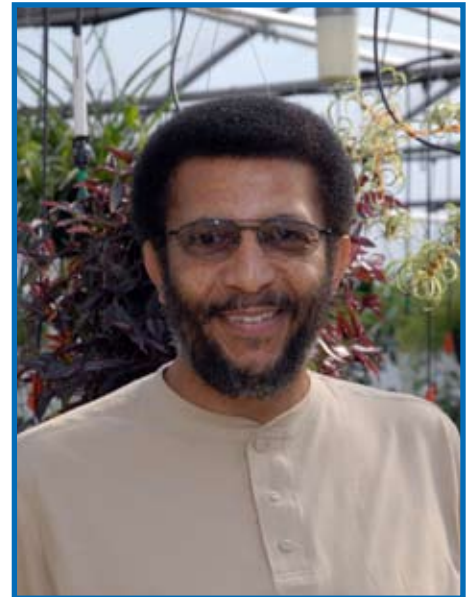
Clinton Lee, a group home manager at the center and Graham's immediate supervisor, described Graham: "He's an all-around good guy. He's dependable. He has a great attitude, good rapport with the individuals he works with. He's quick with a joke, very even tempered and consistent, and that's what works around here." Lee said he's worked with Graham for 16 years.

Lee's supervisor, Jerry Phillips, nominated Graham for the recognition. "Over the past two or three years we've experienced several admissions of individuals who have been in crisis in the community and they've all come into the unit where Curtis works," Phillips said. "He works with them to get their crisis under control, and has returned a few of them back into the community. He's a good guy. We're lucky to have him."

"This is a great honor," said Graham, 54, a native of Smith's Chapel who now lives in Dudley with his wife, Debra. "It really has made me happy. It's nothing that I have strived for. It's good to know that people appreciate your efforts." Graham said that on Jan. 1, 2007, he will have worked for the state for 28 years.

He works in one of the group homes on the campus of O'Berry, providing "care for the residents, insuring that they are safe and that their self-help skills are met. Some need training. Some you monitor. Some need assistance."

Graham's nomination notes some of the conditions under which he works: "This past year, our Center has become home to an increased number of individuals with volatile behavior issues who have come to us because the community has been unequipped to serve them and help them with these difficult behaviors. Dually diagnosed with developmental disabilities and mental illness, these individuals respond with violent outbursts, kicking, hitting, biting, and continually attempting elopement. Under Curtis' guidance, these individuals have greatly improved their ability to modify these behaviors. Arriving out of control, they will stabilize quickly under his gentle and unfailingly positive direction. Even under the most challenging situations,



Curtis never raises his voice, but maintains an easy going manner that individuals respond to intuitively."

The award will be presented to Graham during a ceremony in Raleigh on Oct. 16. ■

Partnership with DHHS helps N.C. Housing Finance Agency win national "Program Excellence" award for the Low-Income Housing Tax Credit Program

On Sept. 19, the N.C. Housing Finance Agency (N.C. HFA) received a Program Excellence Award from the National Council of State Housing Agencies. The annual award "honors state Housing Finance Agencies for their outstanding public purpose programs, projects, and practices." Receiving the award in the "Special Needs" category, N.C. HFA was recognized for its unique use of the Low-Income Tax Credit program (LIHTC) to provide high-quality affordable and accessible housing for extremely low-income persons with disabilities and for homeless populations.

Julia Bick, DHHS Housing Coordinator, joined N.C. HFA staff at the presentation of the award. "We are very pleased that the Finance Agency has been recognized by their peers for their outstanding work," Bick said. "Partnership and outcome-driven collaboration at the state level created the program, with the Housing Finance Agency and within the Department, through the collective effort of DHHS service divisions represented in the DHHS Housing Work Group. Partnership and outcome-driven collaboration at the local level is making it successful.

"On the occasion of this award, it is important to recognize the critical contribution being made by

our local agencies and partners, those who have come together in communities across the state, making time in their already busy schedules to connect and support real people in these new housing opportunities." Bick said.

Since 2002, N.C. HFA has partnered with the N.C. Department of Health and Human Services to help ensure that these households are included within LIHTC properties. All LIHTC properties funded in North Carolina since 2004 must develop a Targeting Plan that makes 10 percent of the units available to extremely low-income people with disabilities, including those who are homeless. Targeting Plans demonstrate a partnership between the property owner/management and a local lead agency that represents the local human service system—acting as a provider, coordinator or referral agent for the range of community services available to persons with disabilities in their community. To date, 947 units of quality, affordable rental housing have been funded.

The Key Program, a demonstration rental assistance program funded by N.C. HFA and DHHS, is also available to LIHTC properties funded since 2004 to ensure Targeted units are affordable to people with incomes as low as Supplemental Security Income (SSI). In addition, since 2006

all LIHTC properties have 5 percent of their units meeting a higher than legally mandated level of accessibility, including curbless showers and full-turnaround bathrooms.

Staff, supported by the Real Choice Systems Change Grant: Integrating Long Term Supports with Affordable Housing in N.C., are currently working with DHHS local agencies, service providers, and property managers to implement the program at the local level. For more information about the LIHTC partnership in your area contact:

Central Region:

Tara Peele at (919) 733-4534
or Tara.Peele@ncmail.net

Eastern Region:

Walter Vincent at (910) 620-0467
or Walter.Vincent@ncmail.net

Western Region:

Kay Johnson at (704) 619-6716
or Kay.R.Johnson@ncmail.net ■

N.C. Obesity Plan Released During National Summit

A team of obesity prevention professionals from across the state released a new five-year plan, Eat Smart, Move More: North Carolina's Plan to Prevent Overweight, Obesity and Related Chronic Diseases, during a national obesity summit in Raleigh on Aug. 29. They also released the Eat Smart, Move More County Profiles, a collection of one-page documents profiling the successes and needs of each county in the state in the area of obesity prevention.

The plan is designed to help organizations and individuals address overweight and obesity in communities and begin to create policies and environments that support healthy eating and physical activity.

The plan's four goals are:

- Increase healthy eating and physical activity opportunities for all North Carolinians by improving policies and environments.
- Increase the percentage of North Carolinians who are at a healthy weight.
- Increase the percentage of North Carolinians who eat a healthy diet.
- Increase the percentage of North Carolinians of all ages who participate in the recommended amounts of physical activity.



Above are five of the nine people from nine different organizations who came together to release the new state plan. The different sectors represented by the panel symbolized the theme of the release, "It is going to take all of us working together."

The Eat Smart, Move More State Plan maps out specific ways to increase people's awareness of healthy eating and physical activity, change behaviors, and create policies and environments that help people to health a more healthy diet and to become more physically active.

"Through these strategies, we can all come together to create a North Carolina where healthy eating and physical activity are the norm, rather than the exception," said Kathryn Kolasa, a member of the Eat Smart, Move More State Plan writing team. "Working together we can create a North Carolina where adults and children of all ages and abilities eat smart and move more wherever they live, learn, work, play and pray."

Also announced was the release of the Eat Smart, Move More County Profiles. The Profiles – one for each of the state's 100 counties – highlight local successes in the area of obesity prevention, but also emphasize the need for more policies and environments that help make healthy eating and physical activity the norm, rather than the exception.

"We are excited to be able to offer this resource to each of the counties in our state," said Cathy Thomas, head of the Physical Activity and Nutrition Branch. "We should be proud of what our counties are doing – they have taken great strides in increasing opportunities for members of communities to eat smart and move more. However, there is a lot of work to be done and it will take all of us working together to make a difference."

Cont. on page 9

N.C. Obesity Plan cont. from page 8

The release of these documents was a part of the Healthier North Carolina Summit, a day-long conference that brought together state and national leaders and experts to address the fight against obesity. The event was hosted by Trust for America's Health (TFAH) and the N.C. Division of Public Health, in partnership with Healthy Carolinians.

Both the Plan and the Profiles are on the web at www.EatSmartMove-MoreNC.com. ■



Thirteen professionals representing the Eat Smart, Move More Leadership Team served as the writing team for the state plan and were on hand to answer questions during its release.

NCSD Foundation Awards First College Scholarship

Dale Latkowski, a 2006 graduate of the North Carolina School for the Deaf (NCSD) in Morganton, is the recipient of the first \$1,000 college scholarship from the NCSD Foundation. In addition to Dale's scholarship, the Foundation has provided over \$2,000 of support for students at the school in the 2005-06 school year.

Dale is enrolled at Western Piedmont Community College and is majoring in construction. His desire is to be a master carpenter.

Philip Hailey, president of the NCSD Foundation, said, "We are pleased to have Dale as our first scholarship winner. He has worked hard and proven that he will represent the school well in college and beyond."

At NCSD, Dale participated in the student body government and the student honor program. One of his favorite subjects is math, and he won math awards in his senior year. Dale is also an excellent athlete, earning All-American honors in football and basketball. His artistic talents won him first place in an NCSD art show.

When asked about people who influenced his success, Dale responded, "My



favorite teachers were Ms. Phyllis Miller, Mr. Tom Maye, Mr. Joseph Downing and Ms. Barbara Palmento. They encouraged me a lot and liked to see me work hard. Ms. Miller gave me

lots of work and made me do it because she knew I could. I will always thank ALL the teachers and staff at NCSD who supported me."

Dale is from Concord, NC. His parents are Mrs. Jackie Smith of Concord and Mr. Kim Latkowski of Locust, NC. ■

State Employees Combined Campaign Kickoff

DHHS Dix campus employees participated in the DHHS kickoff for the 2006 State Employees Combined Campaign, staged Sept. 7 at Haywood Gym on the Dorothea Dix Hospital campus.

This year's theme was "Pirates of the Caribbean." At right, from the Division of Facility Services, are Ruth Jolaoso, Nursing Home Licensure and Certification Section; Laurel Callis, Mental Health Licensure and Certification Section; and Marcus Staley, Construction Section. The three were part of a dance team that performed during the event, which also featured a pirate look-alike contest, colorful live parrots, drawings, and booths showcasing a variety of SECC-funded organizations.



Secretary Carmen Hooker Odom and Deputy Secretary Dan Stewart kicked off the event.

DHHS WELLNESS INITIATIVE

Suzanna Young, DHHS Wellness Director

Staying With a Regular Walking Program

It is not surprising that walking has become the most popular exercise today. You don't have to join a gym, take a class or buy expensive equipment. Additional advantages are that:

- Walking is good exercise for all levels of fitness and is less likely to cause injuries than more intense forms of exercise.
- Walking is one of the best ways to maintain a healthy weight.
- Walking is a great stress reliever and energizer.

The key is to walk regularly--30 minutes a day, at least 10 minutes at a time, 5 days a week. Some employees start walking but find it difficult to keep with a walking program. Lack of time is most often given as the main reason for not walking. Others quit when the weather is too hot, too cold or too wet. Some people find walking boring.

What helps us keep walking on a regular basis? Many employees find the following recommendations helped them stay with their walking program.

- 1) Walk with a co-worker and make a commitment to remind each other to walk. Many DHHS agencies wellness committees have organized walking groups to help employees get started on a regular walking program.
- 2) If you don't have a walking partner, consider using music or book tapes while you walk. Just be careful--leave one ear open and stay alert to traffic.
- 3) Plan to walk at a regular time each day. If you wait until you have time, you will never have time.
- 4) To prevent sore feet, make sure you keep comfortable walking shoes and socks at work.
- 5) Set a walking goal for yourself and keep track with a log and/or pedometer. If there is not a walking map of your work location, you can go to www.gmap-pedometer.com to create a walking map.
- 6) Competition is a great motivator. Ask your wellness committee to organize a walking competition or start an informal competition with other walkers.
- 7) If starting a walking program for the first time, begin slowly and increase your pace and distance

gradually. If you get sore and exhausted when you first start, you are not likely to keep walking.

- 8) Have an alternate plan to walk when weather keeps you inside. Walk the stairs or inside the building. If your agency or facility does not have an indoor exercise facility, ask your wellness committee to work on creating an indoor exercise area.
- 9) Park at the farthest end of the parking lot. This will help you walk more each day and it will be a lot easier to find a space in the morning.

DHHS Workplaces Receive Exercise Equipment

The DHHS Wellness Initiative, with support from the N.C. State Health Plan, provided an opportunity for agencies and facilities in the department to apply for exercise equipment for their employees. Fourteen DHHS agency wellness committees applied and received either a commercial quality treadmill or stationary bicycle in September.



State Health Director Leah Devlin unveiled the new employee treadmill in the Division of Public Health on September 19.

Two additional treadmills will be placed in the Dix Campus Haywood Gym. This facility will be available in the near future to DHHS employees for wellness activities.

On-site exercise equipment in the workplace helps employees be more active on a regular basis throughout the year. Shift work, long commutes, family obligations, and the inability to afford a gym membership make it very difficult for many employees to establish routine times for physical activity. Workplace opportunities for physical activity help overcome these barriers.

In a 2005 survey, DHHS employees identified a place to exercise at work as the number-one change in the work environment would make the greatest improvement to their health. The DHHS Wellness Initiative responded to this need and hopes to provide opportunities for additional interested agencies to receive exercise equipment.

Ransome appointed

Sharnese Ransome will serve as director of the DHHS Office of Government and Community Relations, Secretary Carmen Hooker Odom announced Sept. 28.

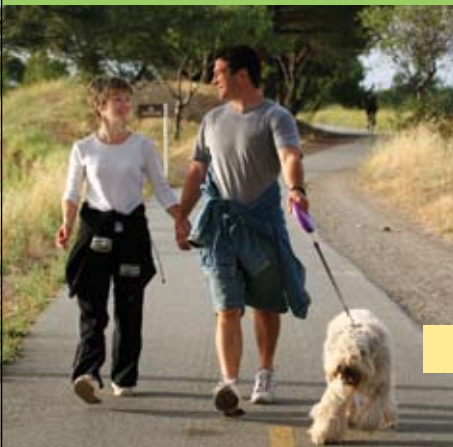
“This is wonderful news, because there is simply no one better qualified for this position,” Hooker Odom said. “Sharnese tells me that she looks forward to the coming years, particularly our efforts around implementation of the mental health reforms enacted during the past session of the General Assembly, as well as our continuing efforts to better serve the citizens of this State.”

Ransome joined the Division of Social Services in 1993 as legislative liaison, and in that role was crucial to the sea change in human services. She provided critical assistance in the development of Work First and sweeping changes to child support enforcement, spending untold hours in the Legislative Building. “Her work made a real difference in the lives of many North Carolinians,” Hooker Odom said.

Since January 2003, Ransome has been the department’s liaison on Capitol Hill, where she revolutionized the department’s presence with the federal government. She has developed strong ties between the department and the state’s Congressional delegation. Her work in that position has proven invaluable to the department whether it was in the arena of fiscal relief, Medicaid reform, bioterrorism funding or the continued funding of various block grant programs.

Ransome is a graduate of North Carolina Central University and a native of Ahoskie. ■

Eat Smart, Move More Health Tip



Choose to Move More Every Day

Physical activity is essential for all of us. Children, adults and seniors can benefit from moderate activity every day. Take a walk with a friend, take the stairs instead of the elevator, or work in your yard. Dancing works too and is great fun! Thirty minutes or more of motion for adults and 60 minutes for children on most days can help keep you in shape and feeling good. Can't find a 30 minute chunk of time? Break it up throughout the day.

For more tips on how to move more every day where you live, learn, earn, play and pray, visit

www.EatSmartMoveMoreNC.com

This message brought to you by



Café project under way



More than 100 volunteers from The Home Depot joined volunteers from Triangle Impact on Sept. 28 during the second annual Corporate Month of Service. They swarmed the small Café on the Hill on the campus of Dorothea Dix Hospital to begin the revitalization of the small wooden

building and grounds at 2105 Umstead Drive. Above, with his arm outstretched, Jeff Ware, executive director of Triangle Impact, praised an assembly of the volunteers at the end of the first phase of sprucing up the cottage. The café will become a training facility for Inter-Faith Food Shuttle's

Culinary Job Training Program to benefit people who are in recovery, who are homeless and who have mental illness, through long-term apprenticeship opportunities. ■

Governor Mike Easley has proclaimed September 15 to October 15, 2006 as

“HISPANIC HERITAGE MONTH” in North Carolina



Adoption Profile

Introducing Jalisa

Jalisa is a very bright girl with tremendous strengths. Outgoing and vibrant, she can be a leader in many situations. Jalisa is an intelligent child who is not afraid to voice her opinions. She has a vast assortment of hobbies that keep her busy, including arts and crafts, knitting, drawing, fixing hair, and playing on the computer. She is also very athletic and enjoys sports, particularly running track.

Jalisa attends regular classes at school. She is an intelligent girl with the ability to excel, academically. Jalisa needs to understand the importance of attending class if she hopes to fulfill her goal of going to college. She needs to remember to be respectful, even when she's upset.

A Family for Jalisa

Jalisa was responsible for herself for some time, so she needs an adoptive family that is experienced with teenagers and who will encourage her to be one. She needs parents that can offer guidance and understand her personality and ways of expressing herself. A stable family in a calm environment will be ideal for Jalisa. She needs an educated adoptive family to encourage her



Jalisa
b. March 7, 1991



Janinna
b. February 14, 1998

her beautiful smile. Janinna enjoys playing dress up, wearing nail polish, and putting on pretty jewelry. She also likes to play with her Barbie doll, play outside, and go to the park. Ice cream is her favorite thing to eat.

Janinna attends regular classes at school. Counseling is helping her practice appropriate conduct and learn to express her feelings in acceptable ways. Janinna has made a great deal of progress since moving into her current foster home.

A Family for Janinna

Janinna needs strong role models as adoptive parents.

They should be eager to provide her with unconditional love and a place in which she feels safe to harbor her feelings. Janinna needs consistency with clearly set rules and consistent feedback and direction. It would be ideal for her to maintain contact with her siblings.

(NC #041-876)

For more information on this child or adoption and foster care, in general, call NC Kids Adoption and Foster Care Network toll free at 1-877-NCKIDS-1 (1-877-625-4371). ■

academics and clearly express the necessity for compliance and attendance. (NC #092-1977)

For more information on this child or adoption and foster care, in general, call NC Kids Adoption and Foster Care Network toll free at 1-877-NCKIDS-1 (1-877-625-4371).

Introducing Janinna

It's no coincidence that this adorable child was born on Valentine's Day. Janinna will surely win your heart with